

Diversity Steering Committee Meeting Summary July, 2005

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

- The Diversity Steering Committee met in June to begin preliminary work on an organizational strategic plan in response to the follow-up diversity audit, the Women's Task Force Report and the Multicultural Task Force Report. Discussions continued at the July meeting. The Steering Committee reviewed the programs and initiatives that have been successful and the reasons for their success. They examined the city's policies, training, communication and inclusion initiatives to address what still needs changing and what steps to take in facilitating those changes. The committee also reviewed the current organizational plan and the five strategic areas. The strategic plan has worked well; but now needs updating. It is still important for the organization to keep the strategic areas of *inclusion, bias, good old boy, promotions, and conflict* in the forefront of any policy or procedure for continuity; however, it is perhaps time to look at these same areas from a different point of view. So for example, instead of using the term *conflict*, the Steering Committee suggests *resolutions*. The new term diverts attention away from the negative of conflict and replaces it with the positive aspect of creating ways of resolving disagreements and/or misunderstandings. The development of the updated organizational strategic plan is not complete, but it will be a critical tool for continued progress in creating a fair, equitable and inclusive organization. Discussions will continue at the August meeting. The Diversity Steering Committee will be sure to update the organization as the process continues.